SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

MICHAEL DOMINIC M. GARRIDO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%) from IPCR	0.50	4.85	2.43
b. Student (50%)	0.50	4.12	2.06
Total for Instruction	70%	4.49	3.14
2. Research	-		-
3. Extension	10%	4.94	0.49
4 Administrative Support Services	20%	5.00	1.00
TOTAL	100%	TOTAL EQUIVALENT NUMERICAL RATING	4.63

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any: TOTAL NUMERICAL RATING:

4.63

4.63

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

MICHAEL DOMINIC M. GARRIDO

Instructor 1

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Reviewed by:

MANUEL D. GACUTAN, JR.
Department/Office Head

Recommending Approval:

Approved:

VICTOR B. ASIO

Dean, CAFS

BEATRIZ/S.

Vice-President for Academic Affairs

RATING SCALE: 4.6-5.0 Outstanding

3.8-4.5 Very Satisfactory

3.0-3.7 Satisfactory

2.2-2.9 Unsatisfactory

2.1- & below Poor

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MICHAEL DOMINIC M. GARRIDO, a faculty member of the DEPARTMENT OF ANIMAL SCIENCE commits to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July, 2021 to December, 2021.

MICHAEL DOMINIC M. GARRIDO

Instructor 1 Date: 01 / 19 / 22 Approved:

MANUEL D. GACUTAN, JR.

Department Head

Date: Jan 24, von

VICTOR B. ASIO

College Dean

ate: //-

							F	Rating		REMARKS
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplish- ment	Quality	Eficiency	Timeliness	Average	(Indicators in percentage should be supported with numerical values in numerators and denominators)
The STREET, ST	1. ADVANCED EDUCAT			THE CHIEF OF THE CHIEF OF THE CHIEF CHIEF OF THE CHIEF OF THE CHIEF CHI	Annual security of the securit				in and the production of the p	
THE RESIDENCE OF THE PROPERTY	IFO 2. Graduate Student N	lanagement Services		Marine All And All the Committee of the		<u> </u>	-			
	PI 4: Total FTE coordinated, implemented	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1.00	1.50	4.5	4.5	5	4.67	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	от 1866 до 1864 година на принципа на На		-		**	pervita historia di dispositi di sulla	
		A3. Number of students advised on thesis/special problem/dissertation:		The plant and the state of the control of the control of the state of					ethikkara (ponorahun evirilakar) (ponorahu) etha	
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation		*	•	-	***************************************	entermonata en esta del formata para partir majore.	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation		÷ •		-		30	

Principle and second	THE STATE OF THE S	A4. Number of students entertained	Entertains students seeking			1	Tarana and	T	7	The same of the sa
	and the control of th	for consultation purposes	consultation with faculty	*	-	-	-	-	-	
	PI 9: Number of	A5. Number of on-line ready	Converts the existing		The term of the second control of the second	Marie Control of the		1		
	instructional materials developed *	coursewares developed and	instructional materials into							
and the later of t		submitted for review	flexible learning systems							
			Prepares Instructional			-	-	-	-	and the second control of the second section of the second section of the second section of the second second
		On-line ready courseware	module/laboratory							
	1	Off-life ready courseware	guide/workbook or a	-	*	-	-	-	-	
			combination thereof							
			Prepares Power Point				and the same of th			
			presentation, video clips,					900		
		Supplemental learning resources	movie clips, reading	3.00	3.00	4.5	4.5	4.5	4.50	19.
			assignments depending on							
But white control of the street and			course taught							
			Prepares assessment tools							
		Assessment tools	such as long exam, quizzes,	1	2	5	5	4.5	4.83	
			problems sets, etc.				and the second second			
		A6: Number of on-line course ware	Submits the course ware duly							
			reviewed by TRP for editing			-	~	~	-	
-		leditor	by MMDC editor				and the state of t			
		A7: Number of virtual classroom	Creates virtual classroom					*		
		created and operational	using either Moddle or			-	-	-	-	
Participation of the Control of the			Google Classroom					Alle Martine and Assessment and Asse		
	Oldo Additional autoria	A8. Other outputs implementing the	Designs experiential learning							
	Pl 10. Additional outputs:	new normal due to covid 19	activities and other outputs to	•	-	-	-	-	-	
			implement new normal							
UMFO	2. HIGHER EDUCATION	SERVICES								and the second s
OVPI U	MFO 3. Higher Education N	lanagement Services	A STATE OF THE PROPERTY OF THE						MATERIAL PROPERTY AND ADDRESS OF THE PARTY O	ANTI-VID-MINISTERAL PROSSIPLE PROGRAMA IN PROGRAMA IN PROPERTY PROGRAMA IN PRO
***************************************	PI 5: Total FTE,	A9. Actual Faculty's FTE	Handles and teaches	this area house lattice consumer an occurrence transport or higher report and the copy or good open report and				-	***************************************	derlande sieden generalen George open generalen er werden eine open et home stellen openbergen.
	coordinated, implemented		courses assigned	10	10.53	5	5	4.5	4.83	
			Prepares gradesheet and							
-	х	-	submits on or before deadline	6	7	5	5	4.5	4.83	
***************************************	ent filment pure an immovegum positionarium arcinedorarium de describent en describent pure accomens procurent		Facilitates students in their							
			completion of the subject and							
			submits completion forms			-		_	_	
			with grade within prescribed		×					
	to the second section of the second section of the		ALITH RICHAL MITHIN NICONIDEO							

and the second

	A12. Number of trainings attended related to instruction	Attend mandated trainings			Annes de l'activiste de la Colonida.	-	-		
,	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects	2	2	5	5	4.5	4.83	The state of the s
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	5	5	5	4.5	4.83	
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	**			-			
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	50	177	5	5	4.5	4.83	мі эпійняння праводня праводн
	A17. Number of students advised on thesis/ field practice/special problem:			W		-	-	-	
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	5	13	5	5	4.5	4.83	-
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript			-	•		*	
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	95	5	5	4.5	4.83	and the shall be and the colored the global state and the shall be also as a shall be also as a shall be also a
Pl 9: Number of student organizations advised/assisted*	organizations advised	Advises student organizations recognized by USOO		*	-		~	V 0	
	organizations assisted on student	Assists student organizations in implementing student related activities			Pr.	20	-		
Pl 10: Number of instructional materials developed *	ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	1	5	5	5	5.00	текство на били не почет по на почет по на почет по на почет по на почет почет почет почет почет почет почет п
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	4.5	4.83	TOREST (POPULATION CONTINUES CONTINUES CONTINUES CONTINUES CONTINUES CONTINUES CONTINUES CONTINUES CONTINUES C

	er e e e e e e e e e e e e e e e e e e			,						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	8	5	5	4.5	4.83	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	13	5	4	5	4.67	
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor					-		The strength of the strength passes and the strength passes are strength of the strength of th
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	5	5	5	5.00	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:			The state of the s			***************************************		and and his own takes and continuous
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or	1	3	5	5	5	5.00	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU			20.	*	*	anna manadhaidh aig a dair pad an gan dair Ma	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	-		-	74	99		Median pilan (AMA) into pilan (Elifonda yanna di yang into
UN	MFO 3 . RESEARCH SERVICE		and the second s							MPNONE SEE SEE SEE SEE SEE SEE SEE SEE SEE S
	Pl 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	possible utilization by			85	*	un.	*	
	PI 2. Number of research outputs completed within the year *		Conducts and completes research oroject within the year				*	10.000 (10.000	40	Philippolitic path narrow estimate despite publicane.

	research outputs published in internationally-referred or	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year:	Writes publishable materials out of research outputs and submits for publication	-		-		-	-	
		In refereed int'l journals				† -	1-	-	-	
elika urmu elektorjujaneka	APT Migra Philips in the settleman yang di San San was at setelah se Ministria in San di San	In refereed nat'l/regional journals			49	-	1	-	<u> </u>	
ina ya efi di ayah unu	outputs presented in	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	-	-	~	***	-		
Was in Street, or other	The state of the s	In int'l fora/conferences			-	† -	-	-	*	
		In nat'l/regional fora/conferences		The state of the s	-	1-	-			
	proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation		-			-	**	
		A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)			-	~	-	-	900 00 00 00 00 00 00 00 00 00 00 00 00	
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	-	~	-	•	**		
	1	ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	-	*		**	75	-	
			Designs research related activities and other outputs to implement new normal				an.	NT.	edelabotion from Agricus consideration (Agricus Consideration of Agricus Consideration of Agricu	

**900 ×

AFO 4. EXTENSION SERVICE	ES				T		T		
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities		Identifies and links with probable partners for extension activities and maintains this active partnership	5	5	5	5	5	5.00	LGU-Baybay, Albuera, Pastrana, Tabango, and Caibiran.
P1 2. Number of trainees weighted by the length of training	by the length of training	Conducts trainings among beneficiaries of technologies for transfer	-	-	-	-		-	
Epidecinismo	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	5	5	5	5.00	
		Provides quality and relevant training courses and advisory services	-	-		•	**		
PI 5. Number of technical/expert services	services as/in:	Provides the technical and expert services requested by beneficiaries	-	-	-	-	-	-	
Research Mentoring	Research Mentor		=		-	-	-		
Peer reviewers/ Panelists	Peer reviewers/Panelists		*	-	-	**	-	4	
Resource Persons	Resource Persons		-	-	-		-	-	
Convenor/Organizer	Convenor/Organizer			~	-		-	-	
Consultancy	Consultant		1	1	5	5	4.5	4.83	Consultant: Dr. Bestil
Evaluator	Evaluator				-	-	-	-	

and the second second										
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation		-	-		44		
	Pl 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *				-		-		
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	freed to a primate the electron are state were any several fire securities and adjusting on ever N				and antilinence of the spanners	And Anthon of the State of the	
UMFO	5. SUPPORT TO OPER	ATIONS		те на достината на применения и по на применения на применения на применения на применения на применения на пр				 	THE STREET STREET STREET	
	OVPI MFO 4. Program an	d Institutional Accreditation Services	S			-	+	-		
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015* A 45. Compliance to all requirements	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member		zero non-conformity	-		-	-	
		accreditations:	documents and complies all requirements as prescribed in the accreditation tools		100% compliant	•	*	-		
		On program accreditations		May a grid to the first in the strip in the section of the grid in the section in the section in the section is a section in the section in the section in the section in the section is a section in the		-	**	ng	43	palando anticar (un) apirolização estrução encuentras e constituir en estrução que como que
		On institutional accreditations		**		n.	An and an	m	4	
UMFO	6. General Admin. & Su	pport Services (GASS)		TO THE PROPERTY OF THE PROPERT		The state of the s		-		particular solvesta esta esta esta esta esta esta esta
	PI 2. Zero percent complaint from clients served	services	Provides customer friendly frontline services to clients (As manager of Cattle/Pasture Proj. selling animal products).	One % complaint	Zero % complaint	5	5	5	5.00	

		introduced resulting to best practice replicated/benchmarked by other depts/agencies *	functions resulting to best practice	-	-	-	-	-	-	
			Designs administration/management related activities and other outputs to implement new normal	-	-	-	-	-	-	
Total Over-all Rating 97.00										

Average Rating		4.85
Additional Points:		
Approved Additional Points (with copy of approved)	0	
FINAL RATING		4.85
ADJECTIVAL RATING		Oustanding

Comments & Recommendations for Development Purpose:

Constant update of teaching materials and attend seminars, trainings, conferences for self-knowledge improvement. Be involved in research/extension trainings and activities.

Evaluated & Rated by:

Recommending Approval:

Approved by:

MANUEL D. GACUTAN, JR.

Department Head

Date:

VICTOR B. ASIO

Dean, CAFS

Date:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 1/29/7

Rating Scale:

4.6 -5.0 Outstanding

3.8 - 4.5 Very Satisfactory

3.0-3.7 Satisfactory

2.2-2.9 Unsatisfactory

2.1 - & below Poor

EMPLOYEE DEVELOPMENT PLAN

Name of El	-	EL DOMINIC M. GA ANDING	ARRIDO
	nprove teaching effected to instruction	tiveness and enrich	n research knowledge
Proposed	Interventions to Imp	orove Performance	e:
Date:	July, 2021	Target Date:	September, 2021
First Step:	Revised OBEdized	d teaching materials	S
Result:	Revised OBEdized	d teaching materials	s that enrich lessons
	learned by student	is.	
Date:	October, 2021	Target Date:	December, 2021
Next Step:	Attend seminar, train improvement	nings, and conferen	nces for self-knowledge
Outcome:	Has attended sever sponsored webinars		symposiums and externally
Final Step/	Recommendation:		
	trainings, conferen	e of teaching mater nces for self-knowle ch/extension training	rials and attend seminars, dge improvement. (2) Be gs and activities.
		Prepared by:	and the second
		<u>N</u>	MANUEL D. GACUTAN JR. Unit Head
Conforme:	M.D.		om riead
	DOMINIC M. GARRI atee (Faculty/Staff)	<u>00</u>	